



HIGHER EDUCATION * (n=13)					
AWEI STANDING SUBMISSION	Lowest	Average	Median	Highest	Available
HR Policies & Practice	7	15	16	18	20
LGBTIQ+ Bullying / Harrassment & Support	3	9	10	14	14
Trans / Gender Diverse Inclusion	6	15	13	27	27
Strategic Focus	2	12	11	18	18
Total Standing Submission	28	50	50	77	79
AWEI ANNUAL SUBMISSION	Lowest	Average	Median	Highest	Available
Section 2: Strategy & Accountability	9	16	17	22	22
Section 3: LGBTIQ Employee Networks / Resource Groups	13	22	20	34	34
Section 4: Visibility of Inclusion	9	13	13	16	16
Section 5: Training, Awareness & Professional Developmen	4	7	6	12	12
Section 6: Executive Leadership & Engagement	2	4	4	8	8
Section 7: Data Collection & Reporting	0	5	6	6	6
Section 8: Community Engagement	1	3	3	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	2	7	6	15	15
Total Annual Submission	49	77	81	117	121
TOTAL AWEI SUBMISSION SCORE 2020	80	127	132	194	200
AWEI STANDING SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
HR Policies & Practice	7	12	16	18	18
LGBTIQ+ Bullying / Harrassment & Support	3	6	10	11	14
Trans / Gender Diverse Inclusion	6	8	13	19	27
Strategic Focus	2	9	11	16	18
Total Standing Submission	28	34	50	56	77
AWEI ANNUAL SUBMISSION	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 2: Strategy & Accountability	9	11	17	19	22
Section 3: LGBTIQ Employee Networks / Resource Groups	13	17	20	25	34
Section 4: Visibility of Inclusion	9	12	13	14	16
Section 5: Training, Awareness & Professional Developmen	4	4	6	8	12
Section 6: Executive Leadership & Engagement	2	2	4	6	8
Section 7: Data Collection & Reporting	0	3	6	6	6
Section 8: Community Engagement	1	2	3	5	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	2	4	6	11	15
Total Annual Submission	49	59	81	90	117
TOTAL AWEI SUBMISSION SCORE 2020	80	93	132	149	194

* Benchmark excludes small employers <500 employees